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COLLEGE AND UNIVERSITY SALARIES

In Ten Mid-Western States

1987-88 Academic Year

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol Complex, Oklahoma City

FEBRUARY 1988

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COLLEGE AND UNIVERSITY SALARIES IN TEN MID-WESTERN STATES

1987-88 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

February, 1988

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HIGHLIGHTS

Sources of Data.--Data for the 1987-88 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities*, 50 senior colleges, and 67 junior colleges outside Oklahoma and two universities, ten senior colleges, and thirteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities	- 85.4%
State Senior Colleges	- 88.3%
Public Junior Colleges	- 75.0%

University Salaries.--Average faculty salaries at state universities in the region range from $30,399 to $45,978. The median of means for 35 state universities is $35,273.

Senior College Salaries.--Average faculty salaries at state senior colleges in the region range from $24,067 to $36,811. The median of means for 53 state senior colleges included in the survey is $30,014.

Junior College Salaries.--Average faculty salaries at public junior colleges in the region range from $21,766 to $39,096. The median of means for 60 public junior colleges included in the survey is $26,228.

Presidents' Salaries.--The average salary for presidents of universities in the region is $99,353; for state senior colleges, $77,937; and for public junior colleges, $66,881.

University Staff Benefits.--The average staff benefits for 9-10 month faculty at state universities in the region range from $5,678 in Nebraska to $8,283 in Arizona.

Senior College Staff Benefits.--The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $4,941 in Nebraska to $8,515 in Texas.

Junior College Staff Benefits.--The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $3,918 in Missouri to $6,661 in Arizona.

Presidents' Staff Benefits.--The average staff benefits for presidents' of universities in the region is $18,339; for state senior colleges, $13,909; and for public junior colleges, $10,688.

University Student-Faculty Ratios.--At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 9.3 to 27.3. The median is 17.1.

Senior College Student-Faculty Ratios.--At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 11.2 to a high of 34.4. The median is 19.4.

Junior College Student-Faculty Ratios.--At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 12.2 to a high of 30.2. The median is 19.4.

Ten-State Average Faculty Salary Comparison.--The average faculty salary for Oklahoma universities is $3,234 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $726 below the regional average for similar institutions. The Oklahoma state junior college average is $2,777 below the regional average.

*For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

PUBLIC INSTITUTIONS INCLUDED IN THE TEN-STATE FACULTY SURVEY

ARIZONA

Arizona State University
Arizona Western College
Maricopa County Community Colleges
Northern Arizona University
Pima Community College
University of Arizona

ARKANSAS

Arkansas State University
Arkansas Tech University
Henderson State University
Phillips County Community College
Southern Arkansas University
Southern Arkansas University - Tech
University of Arkansas
University of Arkansas - Little Rock
University of Arkansas - Monticello
University of Central Arkansas

COLORADO

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Community College of Denver
Fort Lewis College
Mesa College
Metropolitan State College
Otero Junior College
Pikes Peak Community College
University of Colorado - Boulder
University of Colorado - Colo. Spring
University of Colorado - Denver
University of Northern Colorado
University of Southern Colorado
Western State College of Colorado

IOWA

Des Moines Area Community College
Eastern Iowa Community College
Indian Hills Community College
Iowa Lakes Community College
Iowa State University
Iowa Valley Community College District
North Iowa Area Community College
Southeastern Community College
Southwestern Community College
University of Northern Iowa
Western State Tech Community College

KANSAS

Allen County Community College
Coffeyville Community College
Emporia State University
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Pittsburg State University
Pratt Community College
Seward County Community College
University of Kansas
Wichita State University

MISSOURI

Central Missouri State University
Jefferson College
Lincoln University
Missouri Southern State College
Missouri Western State College
Northeast Missouri State University
Northwest Missouri State University
Southeast Missouri State University
Southwest Missouri State University
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

NEBRASKA

Central Community College
Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College
Western Technical Community College Area

NEW MEXICO

Eastern New Mexico University
New Mexico Highlands University
New Mexico Institute of Mining
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogordo
New Mexico State University - Carlsbad
New Mexico State University - Dona Ana
New Mexico State University - Grants
University of New Mexico
Western New Mexico University

OKLAHOMA

Cameron University
Carl Albert Junior College
Central State University
Connors State College
East Central University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern State University
Northern Oklahoma College
Northwestern Oklahoma State University
Oklahoma City Community College
Oklahoma Panhandle State University
Oklahoma State University
Rogers State College
Rose State College
Seminole Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science and Arts of Oklahoma
Western Oklahoma State College

TEXAS

Amarillo College
Angelo State University
Bee County College
Cisco Junior College
Clarendon College
Dallas County Community College
Houston County Community College
Howard County Junior College
Laredo State University
Lee College
Midwestern Community College
North Harris County College
North Texas State University
Pan American University
Paris Junior College
Prairie View A&M University
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State University
Tarrant County Junior College
Texas A & I University
Texas A&M University
Texas A&M University - Galveston
Texas State Technical Institute
Texas Tech University
Texas Women's University
Trinity Valley Community College
Tyler Junior College
University of Houston - Clear Lake
University of Texas - Arlington
University of Texas - Austin
University of Texas - Dallas
University of Texas - San Antonio
University of Texas - Permian Basin
University of Texas - Tyler

TABLE 1
AVERAGE 9-10 MONTH SALARIES FOR "BIG 8" INSTITUTIONS, 1987-88

Institution	Rank	Average Salary
University of Colorado - Boulder	1	42,617
Iowa State University	2	39,034
University of Kansas	3	37,612
University of Missouri - Columbia	4	36,589
University of Nebraska - Lincoln	5	35,552
University of Oklahoma	6	34,895
Oklahoma State University	7	33,822
Kansas State University	8	32,789
All Institutions		$36,819

TABLE 1A
AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1987-88

Institution	Rank	Average Salary
University of Texas - Austin	1	45,978
University of Arizona	2	43,383
University of Colorado - Boulder	3	42,617
Arizona State University	4	41,885
Texas A&M University	5	41,730
Coloardo School of Mines	6	40,201
University of Missouri - Rolla	7	40,163
Iowa State University	8	39,034
Colorado State University	9	38,218
University of Kansas	10	37,612
Texas Tech University	11	36,846
University of Missouri - Columbia	12	36,589
University of Nebraska - Lincoln	13	35,552
University of Arkansas	14	35,273
University of Oklahoma	15	34,895
New Mexico State University	16	34,312
University of New Mexico	17	34,282
Oklahoma State University	18	33,822
Kansas State University	19	32,789
University of Missouri - Kansas City	20	32,181
All Institutions		$38,818

TABLE 1B
AVERAGE 9-10 MONTH SALARIES AND STUDENT FACULTY RATIOS
IN STATE UNIVERSITIES, 1987-88

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Texas - Austin	1	45,978	21.2	New Mexico Institute of Mining	21	34,321	11.9
University of Arizona	2	43,383	11.9	New Mexico State University	22	34,312	19.4
University of Colorado - Boulder	3	42,617	N/A	University of New Mexico	23	34,282	12.8
Arizona State University	4	41,885	15.2	Oklahoma State University	24	33,822	18.6
Texas A&M University	5	41,730	17.3	University of Texas - Arlington	25	33,502	16.5
University of Texas - Dallas	6	41,072	10.8	Sam Houston State University	26	33,131	23.8
Coloardo School of Mines	7	40,201	12.7	Kansas State University	27	32,789	N/A
University of Missouri - Rolla	8	40,163	9.3	University of Northern Iowa	28	32,599	18.4
Iowa State University	9	39,034	18.5	University of Northern Colorado	29	32,596	19.4
Colorado State University	10	38,218	17.1	University of Missouri - Kansas City	30	32,181	9.6
University of Colorado - Denver	11	37,904	18.9	Texas A & I University	31	31,284	20.2
University of Kansas	12	37,612	16.7	Stephen F. Austin State University	32	30,892	27.3
Texas Tech University	13	36,846	17.8	Texas Woman's University	33	30,690	12.4
Northern Arizona University	14	36,840	14.7	Wichita State University	34	30,484	15.1
University of Missouri - Columbia	15	36,589	N/A	University of Nebraska - Omaha	35	30,399	18.1
University of Missouri - St. Louis	16	35,664	20.9				
University of Nebraska - Lincoln	17	35,552	N/A				
University of Arkansas	18	35,273	16.3				
North Texas State University	19	34,946	24.7				
University of Oklahoma	20	34,895	14.2				
All Institutions						$37,441	

TABLE 2
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1987-88

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
University of Houston - Clear Lake	1	36,811	16.3
University of Colorado - Colorado Spring	2	35,803	18.7
University of Texas - San Antonio	3	34,542	34.4
University of Texas - Permian Basin	4	34,168	14.2
Central State University	5	33,534	23.9
University of Arkansas - Little Rock	6	33,246	N/A
Southwest Missouri State University	7	32,912	20.0
Central Missouri State University	8	32,860	18.0
Laredo State University	9	32,536	15.0
University of Texas - Tyler	10	32,498	14.4
Angelo State University	11	32,492	25.7
University of Southern Colorado	12	32,331	20.5
Southeast Missouri State University	13	32,265	16.7
Midwestern State University	14	31,890	24.5
Southwestern Oklahoma State University	15	31,789	20.8
Metropolitan State College	16	31,464	25.5
Prairie View A&M University	17	31,271	20.6
Northeast Missouri State University	18	31,219	17.8
Southwest Texas State University	19	31,003	19.5
Pittsburg State University	20	30,881	19.3
Missouri Southern State College	21	30,796	17.2
Missouri Western State College	22	30,627	17.4
Fort Lewis College	23	30,610	28.1
New Mexico Highlands University	24	30,352	15.8
University of Central Arknasas	25	30,189	19.2
East Central University	26	30,157	19.9
Western New Mexico University	27	30,014	15.6
Eastern New Mexico University	28	29,821	20.3
Pan American University	29	29,771	24.1
Arkansas State University	30	29,733	21.3
University of Science & Arts of Oklahoma	31	29,681	16.2
Emporia State College	32	29,605	16.4
Oklahoma Panhandle State University	33	29,444	17.9
Texas A&M University - Galveston	34	29,194	11.2
Northwest Missouri State University	35	29,182	19.0
Northeastern State University	36	28,936	23.8
Henderson State University	37	28,860	20.0
Fort Hays State University	38	28,595	11.5
Western State College	39	28,532	20.0
Southern Arkansas University	40	28,281	17.4
Cameron University	41	28,200	21.0
Arkansas Tech University	42	28,174	17.9
Chadron State College	43	28,052	17.8
Northwestern Oklahoma State University	44	27,675	19.6
Mesa College	45	27,460	22.9
Southeastern Oklahoma State University	46	27,439	20.7
Peru State College	47	27,394	21.3
Kearney State College	48	27,335	21.4
Wayne State College	49	27,081	24.2
Adams State College	50	26,978	20.8
Langston University	51	26,375	19.2
University of Arkansas - Monticello	52	25,782	17.2
Lincoln University	53	24,067	15.9
All Institutions		$30,758	

TABLE 3
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1987-88

Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty	Institution	Rank	Average Salary	FTE Enrollment per FTE Faculty
Maricopa County Community College	1	39,096	N/A	New Mexico State University - Alamogordo	31	26,212	N/A
Dallas County Community College	2	35,723	N/A	Jefferson College	32	26,150	17.5
Johnson County Community College	3	34,577	18.5	Texas State Technical Institute	33	26,147	23.5
Lee College	4	33,627	18.0	Paris Junior College	34	25,816	17.3
Tarrant County Junior College	5	31,733	N/A	Allen County Community College	35	25,678	22.3
North Harris County College	6	31,659	19.4	Cisco Junior College	36	25,650	19.9
Pima County Community College District	7	31,292	N/A	Seminole Junior College	37	25,490	21.8
Arizona Western College	8	30,637	25.5	Howard County Junior College	38	25,387	N/A
Amarillo College	9	30,265	13.8	El Reno Junior College	39	25,365	19.5
North Iowa Area Community College	10	29,916	26.0	Seward County Community College	40	25,357	12.2
Tyler Junior College	11	29,355	20.8	Iowa Valley Community College District	41	25,237	14.6
Tulsa Junior College	12	28,588	20.4	Carl Albert Junior College	42	25,209	13.2
Trinity Valley Community College	13	28,568	17.6	Connors State College	43	24,840	23.2
Oklahoma City Community College	14	28,213	15.7	Bee County College	44	24,751	17.5
Hutchinson Community College	15	27,961	15.6	Pratt Community College	45	24,707	13.3
Southeastern Community College	16	27,806	23.2	Iowa Lakes Community College	46	24,505	N/A
Des Moines Area Community College	17	27,694	27.3	Western Iowa Tech Community College	47	24,398	19.6
Northeastern Oklahoma A&M College	18	27,612	18.9	Western Technical Community College Area	48	24,266	17.4
Pikes Peak Community College	19	27,534	13.8	Murray State College	49	24,008	21.4
Eastern Oklahoma State College	20	27,513	23.8	Clarendon College	50	24,007	17.0
Fort Scott Community College	21	27,333	N/A	Indian Hills Community College	51	23,796	13.6
Houston Community College	22	27,323	24.4	Eastern Iowa Community College	52	23,745	18.7
Rose State College	23	27,153	24.7	New Mexico State University - Dona Ana	53	23,607	19.6
Otero Junior College	24	26,878	25.2	Coffeyville Community College	54	22,998	18.4
New Mexico State University - Carlsbad	25	26,810	30.2	New Mexico State University - Grants	55	22,784	17.5
Arapahoe Community College	26	26,749	19.7	Southern Arkansas University - Tech	56	22,726	16.7
Western Oklahoma State College	27	26,525	18.7	Rogers State College	57	22,585	20.7
Northern Oklahoma College	28	26,397	24.3	Central Community College	58	22,267	14.1
Community College of Denver	29	26,301	N/A	Phillips County Community College	59	22,084	20.1
New Mexico Military Institute	30	26,243	N/A	Southwestern Community College	60	21,766	21.1
All Institutions						$29,251	

TABLE 4
AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1987-88

State and Type of Institution	No. of Insti-tutions	Academc Rankk											
		Distinguished Professor		Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
UNIVERSITY:													
Arizona	3	50	$56,734	1,234	$51,746	988	$38,646	695	$32,248	205	$25,688	3,172	$41,788
Arkansas	1	13	58,241	307	42,947	196	33,058	163	28,146	64	18,738	743	35,273
Colorado	5	--	--	1,210	45,854	787	35,538	611	30,883	86	24,137	2,694	38,752
Iowa	2	28	60,025	621	46,511	489	35,594	514	30,362	156	21,617	1,808	37,034
Kansas	3	11	59,039	931	42,188	677	31,776	580	27,602	164	20,845	2,363	34,222
Missouri	4	7	66,908	848	43,166	675	33,061	524	29,434	121	21,879	2,175	35,614
Nebraska	2	--	--	595	41,329	410	31,284	345	27,306	62	21,973	1,412	34,136
New Mexico	3	3	63,033	550	42,553	436	32,224	411	27,834	97	23,294	1,497	34,297
OKLAHOMA	2	60	52,817	421	41,409	434	32,933	348	28,476	88	18,739	1,351	34,385
Texas	10	18	59,032	2,604	50,705	2,034	36,432	1,649	31,331	1,019	24,993	7,324	38,822
SENIOR COLLEGE:													
Arizona	--	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --	--	$ --
Arkansas	7	4	63,386	375	37,456	419	31,711	407	26,698	235	20,810	1,440	30,099
Colorado	7	1	71,958	443	35,665	316	29,954	273	26,302	83	21,269	1,116	30,719
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	3	1	51,264	242	34,098	210	29,377	144	25,654	55	22,116	652	29,728
Missouri	8	2	50,505	669	39,279	547	33,355	768	27,776	358	22,034	2,344	31,503
Nebraska	4	--	--	143	35,383	117	28,859	149	24,294	102	19,098	511	27,405
New Mexico	3	--	--	90	36,577	81	30,990	96	26,419	38	21,641	305	30,035
OKLAHOMA	10	--	--	407	35,707	282	32,716	472	28,424	345	23,826	1,506	30,142
Texas	11	2	31,912	500	40,884	641	34,095	594	28,757	370	22,011	2,107	32,077
JUNIOR COLLEGE:													
Arizona	3	--	$ --	--	$ --	--	$ --	--	$ --	870	$36,223	870	$36,223
Arkansas	2	--	--	--	--	--	--	--	--	76	22,329	76	22,329
Colorado	4	--	--	--	--	--	--	--	--	290	26,950	290	26,950
Iowa	9	--	--	--	--	--	--	--	--	913	25,694	913	25,694
Kansas	7	--	--	--	--	--	--	--	--	439	29,689	439	29,689
Missouri	1	--	--	--	--	--	--	--	--	103	26,150	103	26,150
Nebraska	2	--	--	--	--	--	--	--	--	183	23,021	183	23,021
New Mexico	5	--	--	11	33,788	25	29,055	56	24,831	61	23,357	153	25,578
OKLAHOMA	13	--	--	--	--	--	--	--	--	913	26,824	913	26,824
Texas	14	--	--	105	34,724	200	32,466	149	30,959	2,850	29,583	3,304	29,983

TABLE 5
COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES,
BY RANK, 9-10 MONTH FACULTY 1987-88

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$52,817	$58,802
Professor	41,409	46,890
Associate Professor	32,933	35,093
Assistant Professor	28,476	30,123
Instructor	18,739	23,844
Average for All Ranks	$34,385	$37,619
Senior College:		
Distinguished Professor	$ --	$54,160
Professor	35,707	37,842
Associate Professor	32,716	32,136
Assistant Professor	28,424	27,277
Instructor	23,826	21,495
Average for All Ranks	$30,142	$30,868
Junior College:		
Professor	$ --	$34,635
Associate Professor	--	32,087
Assistant Professor	--	29,285
Instructor	26,824	29,414
Average for All Ranks	$26,824	$29,601

TABLE 6
ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE INSTITUTION
NINE SELECTED STATES, 1987-88

Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Public Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	30	30	25	14	30	20	--	1	18	28	14
No. of Individuals	30	118	200	14	30	20	--	1	18	28	14
Salary:											
Highest	$147,000	$125,500	$ --	$67,908	$80,500	$68,500	$ --	$37,510	$67,355	$69,300	$69,858
Lowest	57,984	49,500	--	46,760	30,616	32,100	--	37,510	37,992	31,200	29,484
Average	99,353	76,454	75,037	56,706	59,599	45,450	--	37,510	50,103	46,288	48,790
Staff Benefits:											
No. of Institutions	29	30	25	14	29	19	--	1	18	27	14
No. of Individuals	29	113	200	14	29	19	--	1	18	27	14
Average	18,339	12,688	11,794	10,278	10,591	8,617	--	7,479	9,483	10,253	9,190
Senior College:											
No. of Institutions	43	41	35	29	39	30	4	4	25	40	15
No. of Individuals	43	120	168	29	39	30	4	4	25	40	15
Salary:											
Highest	$100,200	$78,900	$ --	$55,680	$57,072	$50,907	$35,136	$34,776	$64,000	$50,508	$57,685
Lowest	58,000	42,000	--	30,200	29,479	19,273	27,810	24,845	32,173	19,818	30,992
Average	77,937	60,101	54,611	44,197	42,444	35,034	30,467	29,396	43,490	37,277	41,465
Staff Benefits:											
No. of Institutions	42	41	34	28	38	29	4	4	24	39	15
No. of Individuals	42	119	162	28	38	29	4	4	24	39	15
Average	$13,909	$10,141	$8,819	$8,186	$7,347	$6,265	$5,989	$5,787	$8,807	$7,155	$7,275
Junior College:											
No. of Institutions	43	34	23	39	36	29	--	--	29	31	15
No. of Individuals	43	88	81	39	36	29	--	--	29	31	15
Salary:											
Highest	$108,250	$94,844	$ --	$83,920	$51,728	$50,512	$ --	$ --	$74,837	$53,580	$56,000
Lowest	47,846	29,600	--	22,380	25,215	19,000	--	--	20,567	17,654	25,500
Average	66,881	51,155	47,639	44,383	35,377	34,102	--	--	42,823	34,273	40,075
Staff Benefits:											
No. of Institutions	43	34	23	39	36	29	--	--	29	31	15
No. of Individuals	43	88	81	39	36	29	--	--	29	31	15
Average	$10,688	$8,834	$7,696	$7,405	$5,854	$5,913	$ --	$ --	$7,091	$5,645	$6,673

TABLE 7
AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1987-88

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	2,744	$2,604	$2,121	$2,689	$48	$155	$99	$568	$8,283
Arkansas	1	488	3,004	1,060	2,358	41	103	54	72	6,692
Colorado	5	2,510	2,737	879	938	131	50	287	806	5,828
Iowa	2	1,267	3,344	1,239	2,581	22	339	9	444	7,978
Kansas	3	1,999	2,806	1,126	2,463	34	131	286	73	6,920
Missouri	4	1,484	2,734	1,251	2,565	61	64	40	71	6,786
Nebraska	1	382	2,123	1,325	2,170	0	60	0	0	5,678
New Mexico	3	1,275	2,578	1,058	2,363	24	54	147	84	6,308
OKLAHOMA	2	1,147	3,740	849	2,399	44	395	140	45	7,613
Texas	10	6,464	3,122	998	2,997	35	74	142	517	7,885
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	7	1,244	2,815	1,059	2,042	70	116	143	390	6,636
Colorado	7	1,034	2,963	1,678	333	20	63	113	36	5,206
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	566	2,350	1,009	2,013	28	54	234	58	5,745
Missouri	8	2,247	2,417	827	1,575	3	71	4	93	4,990
Nebraska	4	505	1,649	991	1,946	182	160	0	13	4,941
New Mexico	3	305	2,283	1,482	2,173	67	42	130	60	6,236
OKLAHOMA	10	1,435	1,755	804	2,166	89	411	112	111	5,447
Texas	11	2,036	2,579	1,653	3,930	66	15	234	38	8,515
Junior College:										
Arizona	3	870	$1,449	$2,016	$2,590	$121	$175	$245	$66	$6,661
Arkansas	2	76	1,909	678	1,570	279	93	168	0	4,696
Colorado	4	289	2,784	859	0	427	170	154	112	4,506
Iowa	9	528	1,298	1,865	1,899	12	119	58	145	5,396
Kansas	7	406	1,023	1,601	2,172	43	10	75	699	5,624
Missouri	1	98	2,603	1,142	0	0	69	104	0	3,918
Nebraska	2	173	1,393	1,904	1,680	18	58	153	124	5,330
New Mexico	5	138	1,955	864	1,839	22	104	115	21	4,920
OKLAHOMA	13	799	1,302	982	1,952	87	195	102	294	4,913
Texas	14	2,867	2,568	1,349	938	64	83	121	40	5,162

TABLE 8
AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1987-88

State and Type of Institution	Number of Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	428	$3,151	$2,502	$3,024	$76	$322	$170	$4,054	$13,299
Arkansas	1	255	4,019	1,220	2,867	54	106	72	90	8,428
Colorado	3	203	4,964	670	0	108	158	862	2,314	9,077
Iowa	2	460	5,421	1,149	3,252	0	572	0	660	11,055
Kansas	3	364	3,682	1,112	3,011	43	137	361	121	8,467
Missouri	4	527	2,418	1,269	2,846	71	73	38	85	6,801
Nebraska	1	6	2,907	1,325	2,969	0	60	0	0	7,261
New Mexico	3	222	3,319	1,288	2,780	26	109	202	112	7,836
OKLAHOMA	2	204	5,770	868	3,049	44	512	206	42	10,491
Texas	5	860	4,881	1,182	3,147	157	10	294	870	10,540
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	7	196	3,982	1,095	2,647	71	127	177	144	8,243
Colorado	1	2	2,689	2,055	0	0	206	72	97	5,119
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	3	86	3,438	1,097	2,956	43	68	358	96	8,055
Missouri	6	97	3,731	836	2,631	0	98	0	163	7,459
Nebraska	2	6	1,991	1,060	2,395	0	72	0	0	5,518
New Mexico	0	0	0	0	0	0	0	0	0	0
OKLAHOMA	8	71	2,074	803	2,632	87	482	139	120	6,338
Texas	6	71	3,958	1,152	2,050	161	1	2,111	41	9,474
Junior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	--	--	--	--	--	--	--	--	--	--
Colorado	1	1	3,294	1,111	0	161	143	161	193	5,063
Iowa	9	385	1,332	1,779	2,226	13	139	71	168	5,727
Kansas	5	33	1,015	1,802	2,327	56	28	85	629	5,942
Missouri	1	5	3,413	1,142	0	0	69	137	0	4,761
Nebraska	1	10	1,438	2,291	1,772	50	36	431	67	6,085
New Mexico	3	15	2,304	964	2,151	22	105	129	18	5,694
OKLAHOMA	13	114	1,415	958	2,175	81	192	118	232	5,171
Texas	13	651	2,791	1,268	1,385	208	44	246	32	5,974